



OFFICIAL GAZETTE

GOVERNMENT OF GOA

EXTRAORDINARY

GOVERNMENT OF GOA

Department of Labour

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948

(Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Saw Mills", as shown in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
UNSKILLED		
(1)	Helper	Rs. 103/- per day
(2)	Mazdoor Coolie/Labourer	
(3)	Office Boy	
(4)	Peon	
(5)	Cleaner	
(6)	Gardener	
(7)	Chowkidar/Watchman	
(8)	Manai/Hamal	
(9)	Sweeper	
(10)	Weigh man	
(11)	Bullock Cart Driver	
(12)	Water Carrier	
(13)	Attendant	
(14)	Messenger	
(15)	Porter.	
Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

SEMI-SKILLED

(1)	Assistant Cutter	Rs.113/- per day
(2)	Assistant Sharpner	
(3)	Assistant Operator	
(4)	Assistant Bensaw Man	

- (5) Assistant Carpenter Rs.113/- per day
 (6) Assistant Polisher
 (7) Assistant Mistri
 (8) Assistant Dharwala
 (9) Coalman.

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

SKILLED

- (1) Head Mistri Rs. 119/- per day
 (2) Cutter
 (3) Supervisory
 (4) Sharpner/Dharwala
 (5) Cutter Machine Operator
 (6) Polisher
 (7) Artist
 (8) Driver
 (9) Painter
 (10) Carpenter
 (11) Bensaw Men
 (12) Upholsterer.

Any other category, by whatever name called, doing the work of the nature done by the persons falling under foregoing entries.

GENERAL STAFF

- A. (1) Supervisor in Charge Rs. 130/- per day
 B. (1) Accountant. Rs. 123/- per day
 (2) Office in Charge.
 C. (1) Accounts Clerks Rs. 122/- per day
 (2) Cashier
 (3) Clerk
 (4) Store Keeper

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

Explanation:

- (I) (a) The minimum rates of wages shall consist of all inclusive rates of wages.
 (b) The minimum daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paise.
 (c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

(II) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one, which involves skill or competence required through experience on the job or through training as an apprentice or in a technical or Vocational Institute and the performance of which calls for initiative and Judgement.

(III) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or sub-contractors, etc, working in their employment.

(IV) Both male and female workmen shall be paid the same rates of wages revised for the category and for equal work.

(V) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(VI) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractors' regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

VII) The minimum rates of wages payable to an adolescent shall be the same as payable to an adult and as revised under this Notification.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"),

revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in Breweries and Distilleries"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **"Employment in Breweries and Distilleries"** as shown in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)

CATEGORY - I

(1)	Manager	Rs. 129/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Chemist	
(5)	Section Head	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Head Air-conditioning Operator.	
(9)	Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries.	

CATEGORY - II

(A)

(1)	Machine Operator	Rs. 122/- per day
(2)	Air-conditioning Operator	

- (3) Fitter Operator.
Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

(B)

- | | | |
|-----|------------------------|-------------------|
| (1) | Mechanic | Rs. 119/- per day |
| (2) | Refrigeration Mechanic | |
| (3) | Cashier | |
| (4) | Steno Typist | |
| (5) | Accounts Clerk/Driver. | |
- Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

CATEGORY - III

- | | | |
|------|---------------------------|-------------------|
| (1) | Clerk | Rs. 122/- per day |
| (2) | Electrician | |
| (3) | Operator | |
| (4) | Store Keeper | |
| (5) | Sales Supervisory | |
| (6) | Car/Van Driver | |
| (7) | Laboratory Technician | |
| (8) | Loading Hand | |
| (9) | Store Clerk | |
| (10) | Assistant Operator | |
| (11) | Assistant Air Conditioner | |
| (12) | Operator | |
| (13) | Welder. | |
- Any other category, by whatever name called, doing the work of the nature done by the persons failing under the foregoing entries.

CATEGORY - IV

- | | | |
|------|----------------------|-------------------|
| (1) | Laboratory Assistant | Rs. 103/- per day |
| (2) | Trainee Lab. Chemist | |
| (3) | Trainee Operator | |
| (4) | Trainee Charge Hand | |
| (5) | Gardener | |
| (6) | Bottle Washer | |
| (7) | Peon | |
| (8) | Worker | |
| (9) | Watchman | |
| (10) | Labourer/Sweeper | |
| (11) | Boiler Attendant | |
| (12) | Assistant Fitter | |
| (13) | Assistant Operator | |

Explanation:

- (1) Where, in any area/establishment of Scheduled Employment, wages revised under this Notification are lower than the wages fixed by the Central Government by Agreement or settlement or contract or contractors' regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

- (2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor.
- (4) Both men and women workers shall be paid the same rate of wages revised for the category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (6) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.
- (7) Where part-time workers are employed, they shall be paid to pro-rata basis in accordance with the number of hours of work done.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department,

Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **"Employment in pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products"**, as shown in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 103/- per day
(II)	Semi-skilled	Rs. 117/- per day
(III)	Skilled	Rs. 137/- per day
(IV)	Highly skilled/Supervisory	Rs. 157/- per day
(V)	Clerical	Rs. 135/- per day

Explanation:

- (1) (a) The minimum rates of wages shall consist of inclusive rates of wages.
- (b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed/revised shall be computed by dividing the minimum rates of monthly wages fixed/revised for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.
- (c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed/revised shall be computed by multiplying the daily rate by 26.
- (2) (a) Unskilled work is one which involves simple operation requiring no skill or experience of the job.

- (b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job or through training as apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- (3) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc. working in their employment.
- (4) Both male and female workmen shall be paid the same rates of wages as revised for the same category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (6) Where, in any area/establishment of Schedule employment, if the wages as revised by this Notification happen to be lower than the wages fixed/revised and payable as per any agreement/settlement or order or Notification or on account of contract and conditions of employment, if any, than the higher rates prevailing shall be payable as minimum wages.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and Sale of Electronic Products**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this

Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and sale of Electronic Products**", as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 103/- per day
(II)	Semi-skilled	Rs. 109/- per day
(III)	Skilled	Rs. 116/- per day
(IV)	Highly Skilled	Rs. 130/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 123/- per day
	(ii) Clerk with graduation	Rs. 138/- per day

Explanation:

- (1) Where, in any area/establishment of Scheduled employment the rates of wages revised under this Notification are lower than the rates of wages fixed by agreement/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages, revised under this Notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.

- (4) Both men and women workers have to be paid the same rates of wages revised for the same category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.
- (6) The child worker shall be paid the rate revised for an adult worker.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary
(Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cinema Exhibition Industry**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa,

hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Cinema Exhibition Industry**", as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

CATEGORY – I

- | | | |
|-----|--|-------------------|
| (1) | Manager | Rs. 116/- per day |
| (2) | Head Clerk | |
| (3) | Auditor | |
| (4) | Head Operator/Chief Operator/
/First Operator | |
| (5) | Head Air-Conditioning Operator. | |
| (6) | Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category. | |

CATEGORY – II

- | | | |
|------|--|-------------------|
| (1) | Assistant Manager | Rs. 111/- per day |
| (2) | Supervisor | |
| (3) | Stenographer | |
| (4) | Clerk | |
| (5) | Telephone Operator | |
| (6) | Typist | |
| (7) | Wireman | |
| (8) | Car/Van Driver | |
| (9) | Operator | |
| (10) | Electrician | |
| (11) | Storekeeper | |
| (12) | Store Clerk | |
| (13) | Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category. | |

CATEGORY - III

- | | | |
|-----|--|-------------------|
| (1) | Assistant Operator | Rs. 105/- per day |
| (2) | Assistant Air-Conditioning
Operator | |
| (3) | Carpenter | |
| (4) | Tinsmith | |
| (5) | Painter/Artist | |
| (6) | Winder/Rewinder/Cabin Boy | |
| (7) | Booking Clerk | |
| (8) | Assistant Store-keeper | |

CATEGORY – IV

Notification

- Rs. 103/- per day
- (1) Door Keeper
 - (2) Caretaker
 - (3) Reliever
 - (4) Lift-man
 - (5) Watchman
 - (6) Oilman
 - (7) Hamal
 - (8) Helper
 - (9) Battery Boy
 - (10) Posterman
 - (11) Sweeper
 - (12) Cleaner
 - (13) Mali
 - (14) Gardener
 - (15) Peon
 - (16) Office Boy
 - (17) Cycle Stand Boy
 - (18) Handbill Boy
 - (19) Attendant
 - (20) Messenger
 - (21) Announcer
 - (22) Scavenger
 - (23) Manai/Labourer
 - (24) Polishwala

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in Readymade Garments Manufactory"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

Explanation:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by Agreement or Settlement or contract or contractors' regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages as revised under this notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.
- (4) Both men and women workers shall be paid the same rate of wages revised for the same category or for equal work.
- (5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.
- (6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed/revised the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **"Employment in Readymade Garments Manufactory"**, as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
	(1) Helper	Rs. 103/- per day
	(2) Thread Cutter	
	(3) Sweeper	
	(4) Peon	
	(5) Labourer	

Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.

(II) SEMI-SKILLED

- | | |
|----------------------|-------------------|
| (1) Button Stitcher | Rs. 100/- per day |
| (2) Button Holders | |
| (3) Patter Tracers | |
| (4) Kaj Operators | |
| (5) Ironing | |
| (6) Asstt. Tailor | |
| (7) Asstt. Stitcher. | |

Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or Juniors.

(III) SKILLED

- | | |
|----------------------|-------------------|
| (1) Master Tailor | Rs. 119/- per day |
| (2) Cutter | |
| (3) Designer | |
| (4) Driver | |
| (5) Machine Operator | |
| (6) Stitcher. | |

Employees with any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of ready made garments and employed for jobs connected with final finished products.

(IV) CLERICAL

- | | |
|------------------------|-------------------|
| (1) Typist | Rs. 123/- per day |
| (2) Telephone Operator | |
| (3) Receptionist | |
| (4) Accounts Clerk | |
| (5) Store Keeper. | |

Employees with any other designation falling within the ambit of foregoing Category.

Explanation:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by Agreement or Settlement or contract or contractors' regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor, etc.
- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (4) Both male and female workers shall be paid the same rates of wages revised for the same category or for equal work.

- (5) Where, part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

- (6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed/ /revised, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa,

hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **“Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients”**, as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

HIGHLY SKILLED

(A) (1)	Secretary	Rs. 168/- per day
(2)	Lab Technician	
(3)	X-Rax Technician	
(4)	Senior Physiotherapist	
(5)	Senior Occupational Therapist	
(6)	Medical and Psychiatrist Social Worker.	

(B) (1)	Assistant Manager	Rs. 140/- per day
(2)	Head Clerk	
(3)	Supervisor	
(4)	Accountant (Senior)	
(5)	Steward	
(6)	Head Cook	
(7)	Slimming Coach	
(8)	Junior Physician	
(9)	Ayurvedic Physician (Diploma)	
(10)	Homoco Physician (Diploma)	
(11)	Office Superintendent	
(12)	Auditor (Senior)	
(13)	Malaria Inspector (Senior)	
(14)	Senior Surveillance Inspector	
(15)	Treatment Organizer	
(16)	B.C.G. Team Leader	

SKILLED

(A) (1)	Home Sister	
(2)	Theatre Sister	
(3)	Nursing Sister	
(4)	Public Health Nurse	
(5)	Ward Sister	
(6)	Theatre Master	
(7)	Medico Social Worker	
(8)	Staff Nurse	
(9)	Health Visitor	
(10)	Dietician	
(11)	Sr. Technical Asstt.	
(12)	Sr. Technical Asstt. (Resp.)	
(13)	Sr. Technical Asstt. (Nuclear)	
(14)	Sr. Scientifical Asstt. (Endocrine)	
(15)	Scientifical Asstt. (Dial)	
(16)	Sr. Scientifical Asstt. (Endlos)	

(17)	Sr. Pharmacist	Rs. 131/- per day
(18)	Siomicroscopic	
(19)	Tutor Radiology	
(20)	Theatre Supervisor	
(21)	Tech. Supervisor (Lab)	
(22)	Sr. Photographer	
(23)	Physiotherapist	
(24)	Occupation Therapist	
(25)	Chief Hospital Pharmacist	
(26)	Selection Grade Pharmacist	
(27)	Sanitary Inspector	
(28)	Audio Usual Technician	
(29)	Telephone Operator	
(30)	Field Assistant	
(31)	Blacksmith (Class I)	
(32)	Malaria Inspector	
(33)	Surveillance Inspector.	

(B) (1)	Asstt. Home Sister	Rs. 117/- per day
(2)	Asstt. Theatre Sister	
(3)	Asstt. Public Health Nurse	
(4)	Asstt. Nursing Sister	
(5)	Asstt. Medico Social Worker	
(6)	Asstt. Chief Hospital Pharmacist	
(7)	Technical Asstt. Radiologist	
(8)	Technical Asstt. (CSSD)	
(9)	Technical (Bio-Chemistry)	
(10)	Technical (Dialysis)	
(11)	Technical (Contechtlence)	
(12)	Technical (B.Bank)	
(13)	Technical (Anaesthesia)	
(14)	Technical (Allergy-Clinic)	
(15)	Technical (Life Saving)	
(16)	Statistical Assistant	
(17)	Asstt. Dietician	
(18)	Electrician	
(19)	Workshop Supervisor	
(20)	Radiographer Senior	
(21)	Theatre Technician	
(22)	E.C.G. Technician	
(23)	Technician	
(24)	Pharmacist	
(25)	Lab. Technician	
(26)	Dental Hygienist	
(27)	Dental Mechanic	
(28)	C.C.U. Assistant	
(29)	Urban Leprosy Assistant	
(30)	Telephone Monitor	
(31)	Artist	
(32)	Cook	
(33)	Tailor	
(34)	Compounder	

SEMI - SKILLED

(1)	Dresser	Rs. 108/- per day
(2)	Lab. Attendant	
(3)	C.S.S.D. Attendant	
(4)	Dark Room Attendant	
(5)	Sr. Ward Orderlies	
(6)	Animal Attendant	

- (7) Auxiliary Nurse/Midwife Rs. 108/- per day
 (8) Washerman (Dhobi)
 (9) Barber (Hair Cutter)
 (10) Optician
 (11) Lin Operator
 (12) Blacksmith

UNSKILLED

- (1) Sweeper Rs. 103/- per day
 (2) Watchman
 (3) Ward Boy
 (4) Peon
 (5) Ray Boy
 (6) Laboratory Boy
 (7) Dental Boy
 (8) Ayas
 (9) Mali
 (10) Helper
 (11) Laundry Boy
 (12) Cook Mate
 (13) Kitchen Mate
 (14) Kitchen Servant
 (15) Barber
 (16) Attendant
 (17) Table Maid/Ward Supplier
 (18) Scavenger
 (19) Gate Keeper
 (20) Cleaner
 (21) Woman Labourer
 (22) Record Lifter
 (23) Library Attendant
 (24) Office Attendant
 (25) Dark Room Attendant
 (26) Van Cleaner
 (27) Sampling Helper
 (28) Night Watchman
 (29) Helper (In Physiotherapy Section)
 (30) Stretcher Bearer
 (31) Female Attendant
 (32) Utensil Worker
 (33) Dish-in-action Attendant
 (34) Mess Servant
 (35) Caretaker
 (36) Rice Cleaner (Women)

CLERICAL

- (1) Clerk/Office Attendant Rs. 125/- per day
 (2) Telephone Attendant
 (3) Typist
 (4) Cashier
 (5) Steno Typist
 (6) Reception

“Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients” or by agreement/settlement or contract or contractors’ regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

- (2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
 (b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.
 (c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
 (3) The minimum wages revised under this notification are applicable to employees engaged by the principal employer or contractors of sub-contractor, etc.
 (4) The minimum rates of wages as revised consists of all-inclusive rate including the wages for the weekly day of rest but does not include daily bhatta/food allowance.
 (5) Both men and women have to be paid the same rates of wages as revised for the same category and for equal work.
 (6) In case of employee employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

Explanation for the purpose of this Notification:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Wages Board in the Scheduled employment, namely

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central

Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in watch and ward**", as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

(I) UNSKILLED

Chowkidar	Rs. 103/- per day
Watchman	

Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.

(II) SEMI-SKILLED

Security Guard (without arms);	Rs. 115/- per day
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Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.

(III) SKILLED

Security Guard (with arms);	Rs. 127/- per day
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Head Guards (fire fighting); Supervisory;	
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Any other category, by whatever name called, which are of skilled nature.

Explanations:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.
- (3) In case of employees employed on part-time basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (4) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.
- (5) An ex-serviceman employed as security guard (with arms or without arms) shall fall in the respective skilled or semi-skilled category, as the case may be, and a security guard who is a non-ex-serviceman, whether called Chowkidar or Watchman, shall fall in the unskilled category unless she is categorized as skilled or semi-skilled by the concerned employer.
- (6) Where payment is made on piece-rate basis for any of the categories for which time rate is fixed/revised, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.
- (7) Both men and women workers have to be paid the same rates of wages revised for the same category and for the equal work.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **"Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on"**, as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

(I) UNSKILLED

(1) Peon	Rs. 103/- per day
(2) Mazdoor	
(3) Cleaner	
(4) Helper	
(5) Delivery Bagman	

(6) Sweeper	Rs. 103/- per day
(7) Head Operator	
(8) Carpenter-Helper	
(9) Stone Grinder	
(10) Rotary Baller	
(11) Store Baller	
(12) Labourer (Manai)	
(13) Cylinder Baller	
(14) Any other categories, by whatever names called, which are of unskilled nature.	

(II) SEMI-SKILLED

(1) Assistant Camera Operator	Rs. 105/- per day
(2) Assistant Transfer Printer	
(3) Assistant Etcher	
(4) Letter Press Feeder	
(5) Checker	
(6) Distributor	
(7) Packer	
(8) Embossing Machineman	
(9) Assistant Toucher	
(10) Assistant Copy Paster	
(11) Flat Bed Feeder	
(12) Varnisher	
(13) Wax Machineman	
(14) Cold Powderer	
(15) Wireman	
(16) Type-cutter	
(17) Nine-Baller	
(18) Proof Puller	
(19) Tally Pressman	
(20) Type Dresser	
(21) Roller Maker	
(22) Roller Cutter	
(23) Plate Grainer	
(24) Knife Sharpner	
(25) Ink Grinder	
(26) Wire Stitcher	
(27) Perforator	
(28) Label Puncher	
(29) Ruling Machine Feeder	
(30) Reaming Man	
(31) Metal Castor	
(32) Any other categories, by whatever names called, which are of semi-skilled nature.	

(III) SKILLED-WORKERS

(A)

(1) Lino Operator	Rs. 116/- per day
(2) Mono Operator	
(3) Lino Mechanic	
(4) Foreman	
(5) Head Proof Reader	
(6) Sub Editor	
(7) Reporter	
(8) Offset Foreman	
(9) Camera Operator	
(10) Rotary Foreman	
(11) Flatbed Operator	
(12) Artist	

(B)			are lower than the wages fixed/revised by the Central Wage Board in the Scheduled employment, namely employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on, or by agreement, settlement or contract or contractors' regulations attached to the conditions of contract, than the higher wages would be payable as minimum wages under this Notification.
(1) Ludio Operator	Rs. 111/- per day		
(2) Proof Reader			
(3) Printer			
(4) Hand Pressman			
(5) Offset Plate Maker			
(6) Copy Paster			
(7) Punch Maker			
(8) Electrician			
(9) Assistant Foreman			
(10) Cylinder Pressman			
(11) Compositor			
(12) Imposer			
(13) Mono Caster		(3) (a)	Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
(14) Binder			
(15) Cutter			
(16) Carpenter			
(17) Box Puncher		(b)	Semi-skilled work is one, which involves skill, or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.
(18) Mounter			
(19) Any other categories, by whatever names called, which are of skilled nature.			
(IV) GENERAL			
(A)		(c)	Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
(1) Head Clerk	Rs. 116/- per day		
(2) Accountant			
(3) Supervisor			
(B)			
(1) Clerk	Rs. 111/- per day	(4)	The minimum rates of wages are applicable to employees engaged by the principal employer/s or contractors or sub-contractors, etc.
(2) Typist			
(3) Cashier			
(4) Telephone Operator		(5)	The minimum wages revised is an all-inclusive rate including the wages for the weekly day of rest but does not include any bhatta/food allowances.
(5) Time Keeper			
(6) Booking Clerks			
(7) Receptionist			
(8) Accounts Assistant		(6)	Both men and women shall be paid the same rates of wages revised for the same category and for equal work.
(9) Steno Typist			
(10) Store Keeper			

Explanation:

- (1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' hereto and revised accordingly, if any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.
- (2) Where, in any area/establishment of Scheduled employment, wages revised under this Notification

ANNEXURE 'A'

Norms of Work

Sr.No.	Category	Mode of Work	Minimum daily Production
(1)	(2)	(3)	(4)
(1)	Mono-Operator	12 points English 12 points Devanagri	40.000 cms. 25.000 cms.
(2)	Mono-Caster	— do —	42.000 cms. 42.000 cms.
(3)	Page Making	20x26 cent, 20x30 cent 16 pages	2 Forms.
(4)	Imposer	20x30 cent 16 pages	5 Forms.
(5)	Lino-Operator	12 points English	30.000 cms.
(6)	Hand Composing (with Distribution)	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	3.000 corrected cms. 2.000 corrected cms. 1.600 corrected cms.
(7)	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10.200 cms. 08.000 cms. 06.000 cms.
(8)	Type Casting	12 points Super Cast	12 kg. 30 kg.
(9)	Proof Reader	16 pages 9 cent x 13 cent (Two Languages)	
(10)	Printing on Cylinder with make ready	44½ x 57 cent	06.000 copies
	Platten (Power) with ready	25½ x 38 cent	06.000 copies
	Printing on Cylinder without make ready	44½ x 57 cent	7.500 copies
	Platten (Power) without make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on foot) with make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on foot) without make ready	25 ½ x 38 cent	6.000 copies
(11)	Machine Folding	Double Fold other Large size paper	20.000 papers 15.000 papers
(1)	(2)	(3)	(4)

(1)	(2)	(3)	(4)
(12)	Hand Folding	Form of the three folds	3.000 papers
(13)	Collating	44 ½ x 57 cms.	15,000 Forms
(14)	Ruling on hand fed machine	34 cms. x 43 cms. sheets	11,000 papers
(15)	Stitching by hand 6 quires, stitching by machine	3 stitching Sections - do -	1,600 Forms 8,000 Forms
(16)	Wire Stitching (Power Driver Machine)		6.000 (Two pins)
	Wire Stitching (Foot Operated machine)		10,000 (one pin) 6.000 (one pin)
(17)	Hand Numbering Consecutive	10.000 per day	1,20,000 digits per day

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in Processing and Canning of Food Stuff including Fish and Beverages"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Processing and Canning of Food Stuff including Fish and Beverages", as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

CATEGORY – I (A)

(1)	Supervisor-in-charge	Rs. 129/- per day
(2)	Accountant	
(3)	Head Operator	
(4)	Head Conditioning Operator	
(5)	Chemist	

- (6) Sales Supervisor Rs. 129/- per day
 (7) Head Operator
 (8) Office-in-Charge
 (9) Any other category, by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

contract or contractors' regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

- (2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

- (B)
 (1) Storekeeper Rs. 122/- per day
 (2) Clerk
 (3) Steno Typist
 (4) Supervisor
 (5) Driver
 (6) Salesman Operator
 (7) Grader
 (8) Washing Machine Operator
 (9) Cashier
 (10) Electrician
 (11) Carpenter
 (12) Refrigerator
 (13) Mechanic/Operator
 (14) Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

- (3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

- (4) Both men and women workers shall be paid the same rates of wages revised for the same category or for equal work.

- (5) The minimum rates of wages payable to an adolescent shall be the same as revised under this Notification for an adult.

- (6) Where part time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

- (7) Where payment is made on piece-rate basis for any of the category for which time rate is fixed, the wages of the employees shall not be less than minimum time rate fixed for the normal days of work.

CATEGORY - II

- (1) Junior Mechanic Rs. 114/- per day
 (2) Assistant Store Keeper
 (3) Dealing Boy
 (4) Mechanic Operator
 (5) Processor
 (6) Peeling Mechanic Operator
 (7) Machine Operator
 (8) Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary
(Labour).

Porvorim, 25th September, 2006.

Notification

CATEGORY - III

28/33/2006-LAB

- (1) Grinder Rs. 103/- per day
 (2) Mixer
 (3) Cleaner/Washer Helper
 (4) Peeler
 (5) Labourer
 (6) Bottle Loading Operator
 (7) Gardener
 (8) Ice Loader
 (9) Loader
 (10) Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if

Explanation:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or

any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **“Employment in Cashew Factories and Establishments”**, as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
I.	(1) Grader	Rs. 90/- per day
	(2) Roaster	Rs. 103/- per day
	(3) Packer	
	(4) Soldere	
	(5) Dryer (bhattiwala)	
	(6) Soaker	
	(7) Carpenter	
	(8) Stencillor	
	(9) Bag Carriers	
	(10) General Workers	
	(11) Peon	
	(12) Watchman.	
	(13) All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. No. (2) to (12) above.	
	(14) Supervisory (Grading)	Rs.109/- per day
	(15) All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified at Sr. No. (14) above.	
	(16) Clerk with qualification (matriculates and above)	
	(17) Typist	
	(18) Cashier	

(19) Storekeeper Rs.109/- per day
(20) Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (16) to (19) above.

(21) Driver Rs. 116/- per day

(22) Sheller and Peeler Rs. 7.50 per kg. with the work load of 12 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

Conditions :

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or contract or contractor's regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (4) Both men and women workers have to be paid the same rates of wages revised for the category and for equal work.
- (5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.
- (6) Where payment is made on piece-rate basis for any of the categories for which time-rate is fixed, the wages of the employees shall not be less than the minimum rates revised for a normal day's of work.
- (7) The child worker shall be paid at the rate revised for an adult worker,

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Brick and Tiles Manufacture**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Brick and Tiles Manufacture**", as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(1)	Foreman	Rs. 125/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production In Charge	
(6)	Chief Operator	
(7)	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	

CATEGORY – II

- | | |
|---|-------------------|
| (1) Pressman | Rs. 120/- per day |
| (2) Mistry | |
| (3) Operator | |
| (4) Machine Operator | |
| (5) Supervisor | |
| (6) Moulder | |
| (7) Machine Mechanic | |
| (8) Mechanic | |
| (9) Tiles Salter | |
| (10) Colour Mixerer | |
| (11) Draftman | |
| (12) Electrician | |
| (13) Carpenter | |
| (14) Fitter | |
| (15) Turner | |
| (16) Welder | |
| (17) Crusher Operator | |
| (18) Technician | |
| (19) Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. | |

CATEGORY – III

- | | |
|--|-------------------|
| (1) Asst. Supervisor | Rs. 109/- per day |
| (2) Asst. Electrician | |
| (3) Asst. Carpenter | |
| (4) Asst. Turner | |
| (5) Asst. Welder | |
| (6) Asst. Machine Operator | |
| (7) Asst. Fitter | |
| (8) Asst. Fireman | |
| (9) Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. | |

CATEGORY – IV

- | | |
|---|-------------------|
| (1) Clay Slakers | Rs. 103/- per day |
| (2) Helpers | |
| (3) Labourer | |
| (4) Sweeper | |
| (5) Peon | |
| (6) Gardener | |
| (7) Hamal | |
| (8) Worker | |
| (9) Coolie | |
| (10) Office Boy | |
| (11) Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. | |

ADMINISTRATION – V

- | | |
|--------------------------|-------------------|
| (1) Manager | Rs. 132/- per day |
| (2) Head Clerk | |
| (3) Accountant | |
| (4) Senior Store Keeper | |
| (5) Store Superintendent | |
| (6) Stenographer | |

CLERICAL – VI

- | | |
|------------------------|-------------------|
| (1) Clerk | Rs. 125/- per day |
| (2) Store Keeper | |
| (3) Store Clerk | |
| (4) Accounts Clerk | |
| (5) Cashier | |
| (6) Typist | |
| (7) Telephone Operator | |

Explanation for the purpose of this Notification:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by agreements/ /settlement or contract or contractors, regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractors or sub-contractor, etc.
- (3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.
- (4) Both men and women workers have to be paid the same rates of wages fixed for the same category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in**

commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**", as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 103/- per day
(II)	Semi-skilled	Rs. 118/- per day
(III)	Skilled	Rs. 139/- per day
(IV)	Highly-Skilled	Rs. 154/- per day
(V)	Clerical	Rs. 132/- per day

Explanation:

UNSKILLED:

Unskilled work is one which involves simple operation requiring no skill and includes workmen such as labourers, helpers, sweepers, hamals/coolies, etc.

SKILLED:

Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

- (1) Where, in any area/establishment of Schedule employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.
- (3) Both men and women workers have to be paid the same rates of wages as revised fixed for the particular category and for equal work.
- (4) In case of employee employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rate revised under this Notification.
- (5) The minimum rates of wages revised are all inclusive including for weekly day of rest.
- (6) The child worker shall be paid at the rate revised for adult worker.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"(i)Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary,

to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **"(i)Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building"**, as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(1)	Belder	Rs.104/- per day
(2)	Brick moulder	
(3)	Chainman	
(4)	Chowkidar	
(5)	Cleaner	
(6)	Gardener	
(7)	Driver with hand cart	
(8)	Hedge cutter	
(9)	Mali	
(10)	Slinger	
(11)	Peon	
(12)	Sewerman	
(13)	Title Turner	
(I) UNSKILLED		Rs.103/- per day
(14)	Bhisti	
(15)	Bullock cart driver	
(16)	Coolie	
(17)	Hamal	
(18)	Khalasi	
(19)	Labourer	
(20)	Manai	
(21)	Mazdoor	
(22)	Sweeper	
(23)	Watchman	
(24)	Water Carrier	
(25)	Bajri Spreader	
(26)	Beatr Woman	
(27)	Bellow Woman	
(28)	Bucker man	
(29)	Carrier (Stone)	

(30) Cart man	Rs.103/- per day	(36) Mazdoor	Rs. 111/- per day
(31) Care taker (Bridge)		(37) Pump Attendant	
(32) Cleaner		(38) Sprayman (Bitumen, Tar, etc.)	
(33) Concrete (hand mixer)		(39) Stone Cutter	
(34) Draffadar		(40) Tinsmith	
(35) Driver (bullock)		(41) Farrash	
(36) Flag Man		(42) Mukadam	
(37) Gangman		(43) Laboratory Boy	
(38) Kamin		(44) Racjam	
(39) Gate Man		(45) Balshawala	
(40) Kamp man		(46) Bhisti	
(41) Searcher		(47) Cane Weaver	
(42) Signal Man		(48) Chain Man (Head)	
(43) Striker		(49) Driller	
(44) Trolly man		(50) Driller (Hole Rock)	
(45) Valve Controller		(51) Fireman	
(46) Wodederman		(52) Gate Keeper	
(47) Berryman		(53) Grinder	
(48) Mucchers, Jamdars		(54) Garser-Cum-Fireman	
(49) Singers.		(55) Hammerman	
Any other category by whatever name called which are of unskilled nature.		(56) Jamadar	
		(57) Oilman	
		(58) Storeman	
		(59) Boilerman.	

(II) SEMI-SKILLED/UNSKILLED SUPERVISORY

(1) Brick Layer (Class II)	Rs. 111/- per day
(2) Cook	
(3) Carpenter	
(4) Driller (hole rock)	
(5) Driller	
(6) Excavator	
(7) Fitter (Assistant Semi-skilled)	
(8) Head Surveyor	
(9) Blacksmith	
(10) Mason (brick layer, second class)	
(11) Quarry man	
(12) Quarry operator	
(13) Male (Blacksmith Carpenter)	
(14) Stone breaker	
(15) Stone man	
(16) Stone cutter (Higher Grade)	
(17) Upholstered (Grade II)	
(18) Sewer Layer (1st Class and Hatcher)	
(19) Bearer	
(20) Bhisti (with mask)	
(21) Belder	
(22) Artisan Helper	
(23) Brick/Tile Moulder	
(24) Cane Weaver	
(25) Charpoy/Stringer	
(26) Cleaner (Truck Roller Concrete Mixer etc.)	
(27) Colour/White Washer	
(28) Cane Man	
(29) Daftri	
(30) Fireman	
(31) Glazier	
(32) Fitter	
(33) Head Chowkidar	
(34) Bhandhari	
(35) Mate	

Any other category, by whatever name called, which are of semi-skilled nature.

(III) (A) HIGHLY SKILLED

(1) Mason (plaster of Paris ornamental work and ceiling)	Rs. 121/- per day
(2) Painter (Artist First Class)	
(3) Foreman	

(III) (B) HIGHLY SKILLED

(4) Assistant Foreman	Rs. 117/- per day
(5) Armature (Winder Grade I)	
(6) Furniture Carpenter	
(7) Fitter	
(8) Head Mistri	
(9) Highly Skilled Electrician	
(10) Head Plumber	
(11) Head Mechanic	
(12) Mason (Stone work ornamental)	
(13) Tinsmith	
(14) Welder	
(15) Wireman (Grade I)	
(16) Welder-cum-fitter	
(17) Decorator	
(18) Air-conditioner.	

Any other category, by whatever name called involving work of highly skilled nature.

(IV) (A) SKILLED

(1) Assistant Artist Painter	Rs. 115/- per day
(2) Armature Winder (Grade II)	
(3) Mistry Grade I	

- (4) Oil Painter Class I Rs. 115/- per day
 (5) Plumber Licensed, Class I
 (6) Mason (Plaster of Paris Wall).

Any other category, by whatever name called, which are of skilled category

(IV) (B) SKILLED

- (7) Brick Layer Mason (Class I) Rs. 112/- per day
 (8) Blacksmith (Class I)
 (9) Carpenter (Class I)
 (10) Concrete Mixer Maker
 (11) Concrete Mixer Operator
 (11) Driver (Road Roller, Concrete Mixer Truck)
 (12) Driver (Motor Vehicle)
 (13) Driver (Truck, Diesel Engine)
 (14) Distemperer
 (15) Electrician
 (16) Head man (Wall sinking)
 (17) Mason (Stone Work)
 (18) Mistri
 (19) Gladier
 (20) Line man
 (21) Machinist
 (22) Mechanic
 (23) Meter Reader
 (24) Moulder
 (25) Head Cook
 (26) Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, Vibrator etc.)
 (27) Plaster
 (28) Plumber
 (29) Driver
 (30) Pump man
 (31) Pump engine driver
 (32) Stone Cutter (Class I)
 (33) Upholsterer
 (34) Stone Chiseller
 (35) Painter (Oil painter Class II, letter writer)
 (36) Fitter
 (37) Tinsmith
 (38) Wood Cutter
 (39) White Washer (Grade I)
 (40) Trade man
 (41) Turner
 (42) Work Assistant
 (43) Tracer Technical Assistant
 (44) Tracer
 (45) Technical assistant
 (46) Cabinet maker
 (47) Moulder (Brick tiles)
 (48) Road inspector
 (49) Panmon
 (50) Navgani
 (51) Typrex Vulcaniser

(6) CLERICAL

- (1) Clerk Rs.115/- per day
 (2) Commuter
 (3) Store Clerk
 (4) Store issue
 (5) Accounts Clerk
 (6) Store Keeper (Grade I, II, etc.)
 (7) Tally Clerk
 (8) Time Keeper
 (9) Tool Keeper
 (10) Telephone Operator
 (11) Typist
 (12) Computer

Any other category, by whatever name called which are of Clerical nature.

(7) SUPERVISORY

- (1) Section Officer/Junior Engineers Rs.123/- per day
 (2) Supervisor
 (3) Overseer

(8) SPECIAL

- (1) Bullock-Cart Man with double Bullocks Rs. 133/- per day
 (2) Bullock-Cart Man with single Bullock

Explanation:

a. Where, in any area/establishment in the Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractors' regulation attached to the conditions of contractor, the higher rates would be payable as minimum wages under this Notification.

- (2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;
 (b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
 (c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training or as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
 (3) The minimum rate of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

- (4) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.
- (5) Both, men and women workers, shall be paid the same rates of wages revised for the same category and for equal work.
- (6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category of which he belongs under this Notification.
- (7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

(I) SUPERVISORY AND HIGHLY SKILLED STAFF

1.	Manager	Rs. 123/- per day
2.	Engineer	
3.	Foreman	
4.	Head Clerk	
5.	Head Mechanic	
6.	Accountant	

(II) MECHANIC GRADE

1.	Engine Mechanic	Rs. 119/- per day
2.	Fitters	
3.	Machinist	
4.	Painter	
5.	Tinsmith	
6.	Carpenter	
7.	Electrician	
8.	Welder	
9.	Blacksmith	
10.	Borer	
11.	Auto-Electrician	
12.	Vulcanizer	
13.	Driller	

(III) GENERAL STAFF

1.	Assistant Accountant	Rs. 119/- per day
2.	Clerk	
3.	Typist	
4.	Cashier	
5.	Telephone Operator	
6.	Store Keeper	
7.	Sales Man	
8.	Time Keeper	
9.	Bill Collector	
10.	Driver	
11.	Booking Clerk	
12.	Store Clerk	
13.	Steno-Typist	
14.	Tally Clerk	
15.	Receptionist	
16.	Supervisor	

(IV) SEMI-SKILLED (GRADE-I)

1. Assistant Electrician (Grade-I) Rs. 113/- per day
2. Assistant Mechanic (Grade-I)
3. Assistant Fitter (Grade-I)
4. Assistant Blacksmith (Grade-I)
5. Assistant Carpenter (Grade-I)
6. Assistant Welder (Grade-I)
7. Assistant Turner (Grade-I)
8. Assistant Machinist (Grade-I)
9. Assistant Cushion Maker (Grade-I)
10. Assistant Vulcanizer (Grade-I)
11. Assistant Painter (Grade-I)
12. Assistant Boring Barman (Grade-I)
13. Assistant Sprayman (Grade-I)
14. Assistant Battery man (Grade-I)
15. Assistant Tinsmith (Grade-I)
16. Office Assistant (Grade-I)

attached to the conditions of contractor, the higher rates would be payable as minimum wages under this Notification.

- (2) (a) Unskilled work is one, which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest but does not include daily bhatta/food allowance.

(V) SEMI-SKILLED (GRADE-II)

1. Assistant Electrician (Grade-II) Rs. 109/- per day
2. Assistant Mechanic (Grade-II)
3. Assistant Fitter (Grade-II)
4. Assistant Blacksmith (Grade-II)
5. Assistant Carpenter (Grade-II)
6. Assistant Welder (Grade-II)
7. Assistant Turner (Grade-II)
8. Assistant Machinist (Grade-II)
9. Assistant Cushion Maker (Grade-II)
10. Assistant Vulcanizer (Grade-II)
11. Assistant Painter (Grade-II)
12. Assistant Boring Barman (Grade-II)
13. Assistant Sprayman (Grade-II)
14. Assistant Battery man (Grade-II)
15. Assistant Tinsmith (Grade-II)
16. Office Assistant (Grade-II)

- (4) Both men and women workers shall be paid same rates of wages revised for the same category and for equal work.

- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

- (6) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as an adult. In case, he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary
(Labour).

Porvorim, 25th September, 2006.

(VI) UNSKILLED

1. Cleaner Rs. 103/- per day
2. Mazdoor
3. Coolie
4. Sweeper
5. Helper
6. Peon
7. Chowkidar
8. Watchman
9. Pump/service man
10. Vehicle Attendant
11. Petrol Pump Attendant
12. Office Boy
13. Attendant
14. Messenger

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into

Explanation:

- (1) Where, in any area/establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Wage Board for Employment in Automobile Repairing Workshops and Garages or by agreement/settlement or contractors' regulations

consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **“Employment in Agriculture”**, as shown in the Schedule below:

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) FARM SERVANT OR ATTACHED WORKER		
(1)	Adult Farm Servant	Rs. 3172/- per month
(2)	Adult Cleaner/Sweeper	Rs. 2912/- per month
(II) AGRICULTURE OPERATION		
(3)	Ploughing	Rs. 119/- per day Rs. 140/- per day with bullocks
(4)	Threshing	Rs. 119/- per day
(5)	Sowing	Rs. 118/- per day
(6)	Winnowing	Rs. 119/- per day
(7)	Transplanting	Rs. 118/- per day
(8)	Harvesting	Rs. 118/- per day
(9)	Uprooting	Rs. 110/- per day
(10)	Irrigation	Rs. 110/- per day
(11)	Weeding	Rs. 110/- per day
(12)	Manuring	Rs. 110/- per day
(III) ALLIED OPERATION SKILLED LABOUR		
(13)	Carpenter	Rs. 125/- per day
(14)	Blacksmith	Rs. 127/- per day
(15)	Cobbler	Rs. 122 /- per day

(IV) UNSKILLED OPERATOR

(16) Mazdoor/Manai Rs. 110 /- per day

(V) DAIRY FARMING AND RAISING ON LIVESTOCK

(17) Shed Attendant Rs. 110/- per day

(18) Milkman Rs. 111/- per day

(19) Cleaner/Sweeper Mazdoor Rs. 110/- per day

(20) Grazer/Livestock Attendant Rs. 110/- per day

(VI) POULTRY AND BEE FARMING

(21) Attendant Rs. 110/-per day

(VII) HORTICULTURE

(22) Gardener Rs. 111/- per day

(23) Horticulture Assistant Rs. 113/- per day

(VIII) FORESTRY AND TIMBERING

(24) Tree Feller Rs. 113/- per day

(25) Mazdoor Rs. 110/- per day

(IX) GENERAL

(26) Digging Rs. 110/- per day

(27) Stacking Rs. 110/- per day

(28) Pump Operator Rs. 111/- per day

(29) Coconut/Arecanut Plucker Rs. 141/- per day

Explanation:

- (1) Where, in any area in the Scheduled employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.
- (3) Both, men and women workers, shall be paid the same rates of wages revised for the same category and for equal work.
- (4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (5) The minimum rates of wages revised are all inclusive including for weekly day of rest.
- (6) The existing practice of giving meals, food grains, etc., shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **"Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house"**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **"Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house"**, as shown in the Schedule below:

SCHEDULE

Sr.No.	Details of categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
(1)	(2)	(3)	(4)

(I) SKILLED

1. Pharmacist/Chemist	Rs. 114/- per day	Rs. 111/- per day
2. Driver		
3. Supervisor		

(1)	(2)	(3)	(4)
4. Shoemaker/Slippermaker	Rs. 114/- per day	Rs. 111/- per day	
5. Watch Repairer			
6. Cutter/Tailor/Sewing			
7. Turner			
8. Fitter			
9. Utensil maker (Brass and Copper)			
10. Machinist			
11. Electrician			
12. Welder			
13. Handicraftsman			
14. Metal Engraver			
15. Optician			
16. Glass Polisher (Optician)			
17. Sales Representative/Traveling Salesman			
18. Wireman			
19. Foreman			
20. Photographer/Retoucher			
21. Block Maker			
22. Hair Dresser			
23. Mill Operator			
24. Carpenter			
25. Tinsmith			
26. Vulcanizer			
27. Mechanic			
28. Blacksmith			
29. Moulder			
30. Painter			
31. Weighman			
32. Metal Sprayman			
33. Glass Cutter			
34. Pastryman			
35. Compounder (with Diploma)			
36. Computer Operator.			

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

(II) SEMI-SKILLED

1. Salesman (Counter)	Rs. 106/- per day	Rs. 103/- per day
2. Assistant Mechanic		
3. Assistant Fitter		
4. Assistant Electrician		
5. Assistant Blacksmith		
6. Assistant Carpenter		
7. Assistant Turner		
8. Assistant Welder		
9. Assistant Machinist		
10. Assistant Tinsmith		
11. Assistant Vulcaniser		
12. Assistant Sprayman		
13. Assistant Moulder		
14. Assistant Painter		
15. Assistant Trailer		
16. Assistant Glass Cutter		
17. Assistant Wireman		
18. Cushion Maker		
19. Compounder		

20. Dhobi/Washerman	Rs. 106/- per day	Rs. 103/- per day
21. Ironer/Laundryman		
22. Polisher (Carpenter)		
23. Baker		
24. Pressman		
25. Glazer		
26. Helper (Hair Dresser)		
27. Mali Gardener		
28. Lift Attendant		
29. Mill Hand		
30. Frame Maker		

(III) CLERICAL

(A)

1. Accountant	Rs. 111/- per day	Rs. 108/- per day
2. Steno-Typist		
3. Telephone Operator		

(B)

1. Clerk	Rs. 107/- per day	Rs. 104/- per day
2. Store Clerk		
3. Tally Clerk		
4. Store Clerk		
5. Typist		
6. Receptionist		
7. Godown Keeper		

(IV) UNSKILLED

1. Chowkidar	Rs. 103/- per day	Rs. 100/- per day
2. Cleaner		
3. Labourer		
4. Loader/Unloader		
5. Attendant		
6. Mazdoor		
7. Sweeper		
8. Helper		
9. Peon		
10. Delivery boy/Messenger		
11. Packer		
12. Assistant Salesman		
13. Watchman		
14. Office Boy		
15. Pump Attendant		
16. Newspaper delivery boy.		

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

Explanation:

- (I) (a) Zone 'A' shall comprise the areas within the limits of the Corporation of the City of Panaji and Municipal limits of Margao, Vasco, Mapusa, Ponda, Bicholim and the establishments located in the Industrial Estates set up by the Industrial Development Corporation or Economic Development Corporation, Panaji, or any other statutory organization/corporation.

(b) Zone 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.

(II) (a) The minimum rate of wages shall consist of an all inclusive rate of wages.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rates of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient stepped up to the nearest paise.

(c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

(III) (a) Unskilled work is one, which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which calls for initiative and judgement.

(IV) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(V) Both, men and female workers, shall be paid the same rates of wages revised for the category and for similar work.

(VI) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this notification.

(VII) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this notification.

(VIII) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, of the Government of Goa, Labour, Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", as shown in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) UNSKILLED		
1.	Peon	Rs. 106/- per day
2.	Chowkidar	
3.	Sweeper	
4.	Porter	
5.	Cleaner	
6.	Helper	
7.	Mazdoor	

8. Watchman Rs. 106/- per day
9. Coolie.
- Any other category by whatever name called which is unskilled nature.

(II) SEMI-SKILLED

1. Electrician (Helper) Rs. 108/- per day
2. Mechanic (Helper)
3. Fitter (Helper)
4. Blacksmith (Helper)
5. Carpenter (Helper)
6. Welder (Helper)
7. Turner (Helper)
8. Machinist (Helper)
9. Cushion Maker (Helper)
10. Vulcanizer (Helper)
11. Painter (Helper)
12. Boring Barman
13. Sprayman
14. Conductor.

Any other category by whatever name called which is of semi-skilled nature.

(III) SKILLED

1. Mechanic Rs.113/- per day.
2. Fitter
3. Electrician
4. Blacksmith
5. Carpenter
6. Welder
7. Turner
8. Boring Barman
9. Machinist
10. Cushion Maker
11. Tinsmith
12. Vulcanizer
13. Painter
14. Spray painter
15. Re-trader
16. Moulder
17. Lineman.

Any other category by whatever name called which is of skilled nature.

(IV) HIGHLY SKILLED

(A)

1. Head Mechanic Rs. 119/- per day
2. Garage Supervisor
3. Driver (Goods Transport)

(B)

Driver (light vehicle, passenger transport and bus) Rs. 110/- per day

(V) GENERAL STAFF
(clerical etc.)

(A)

1. Clerk	Rs. 117/- per day
2. Typist	
3. Booking Clerk	
4. Store Clerk	
5. Store Keeper	
6. Ledger Keeper	
7. Steno Typist	
8. Receptionist	
9. Checker	
10. Cashier	
11. Account Clerk	
12. Time Keeper	
13. Telephone Operator	
14. Store Issuer	
15. Tally clerk	

(B)

1. Head Clerk	Rs. 120/- per day
2. Auditor/Accountant	
3. Head Cashier	

Explanation:

- (1) Where, in any area/establishment in the Scheduled employment, wages revised under this notification are lower than the wages fixed by agreement/settlement or contract or regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under the notification.
- (2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
 - (a) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
 - (b) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employers or contractor/s or sub-contractor/s, etc.
- (4) The minimum rates of wages revised are all inclusive rates including the wages for weekly day of rest, dearness allowance and interim relief but does not include bhatta/food allowance/ /H.R.A./Washing allowance or similar payments.

(5) Both, men and women workers shall be paid the same rates of wages for the same category and for equal work.

(6) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary
(Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa

hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **“Employment in any residential hotel, restaurant or eating house”**, as shown in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone-A	Zone-B	Zone-C
(1)	(2)	(3)	(4)	(5)

(I) SKILLED

1. Cook or Head Cook	Rs. 2748/-	Rs. 2668/-	Rs. 2618/-
2. Achari	per	per	per
3. Maharaj	month	month	month
4. Basoya			
5. Ustad			
6. Bavarchi			
7. Khansama			
8. Manager			
9. Accountant			
10. Sweetmeat maker of Farsan-maker (Malwalla)			
11. Clerk			
12. Telephone Operator			
13. Electrician			
14. Tailor			
15. Carpenter			
16. Head Pantry man			
17. Gardener who is doing the work of planting			
18. Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)			
19. House Keeper			
20. Head Waiter			
21. Butler			
22. Supervisor			
23. Steward			
24. Cashier			
25. Head Baker			
26. Mistry			
27. Store Keeper			
28. Barman.			

Employees by whatever names called doing the work of nature done by persons falling under the foregoing entries.

(II) SEMI-SKILLED

1. Assistant Manager	Rs. 2638/-	Rs. 2598/-	Rs. 2548/-
2. Assistant Malwala	per	per	per
	month	month	month

3. Samosa-Wala	Rs. 2638/-	Rs. 2598/-	Rs. 2548/-
4. General Workers	per	per	per
	month	month	month

(relieved or one attend to two or more duties of semi-skilled categories)

5. Rotiwala
6. Chapatiwala
7. Puriwala
8. Dosawala
9. Tandur-Rotiwala
10. Bhajiwala
11. Ice-cream wala (Ice cream proper one who takes out ice-cream and aerated waters)
12. Pantry man (one who prepares sandwiches toasts, faloodas, omlette etc.)
13. Mandiwala-cum-coffee/tea maker
14. Liftman
15. Handiwala (Asst. Cook)
16. Wireman
17. Asst. Cook
18. Billard Maker
19. Standwala (Tek Maker)
20. Market Man
21. Boiler Man
22. Fountain Barman
23. Pumpman
24. Gas Filler
25. Fountainman (who prepares syrups, ice-cream, fruits salad etc.)
26. Falooda Maker
27. Syrup Maker
28. Lassi-wala-cum-salesman
29. Waiter-cum-tablewala
30. Vendor (who keeps accounts)
31. Orderwala (shouting bill or writing bills)
32. Kabab Seelwala
33. Bhelpuriwala
34. Floor Waiter.

Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.

(III) UNSKILLED

1. Gaze boy	Rs. 2568/-	Rs. 2558/-	Rs. 2540/-
2. Game boy	per	per	per
	month	month	month

	Rs. 2568/-	Rs. 2558/-	Rs. 2540/-	Explanation:
3. Bell boy				
4. Page boy	per	per	per	
5. Room boy	month	month	month	Zone A: Comprises the area within the limits of the Corporation of the City of Panaji, and Municipalities, such as, Margao, Vasco, Mapusa and Ponda. The rates of wages in respect of Zone A shall apply to workmen employed in any Star hotel irrespective of its Zonal location
6. Tea boy				
7. Class boy				
8. Dish boy				
9. Water boy				
10. Order boy				
11. Pantry boy				
12. Kitchen boy				Zone B:- Comprises the area within the limits of the places of Bicholim, Pernem, Valpoi, Canacona, Sanquelim, Sanguem, Cansaulim, Assolna, Colva, Colvale, Baga and Curchorem.
13. Office boy				
14. Message boy				
15. Soda Fountain boy				
16. Sweeper				Zone C:- Comprises all other places in the State of Goa not covered under Zone 'A' and Zone 'B'.
17. Cleaner				
18. Hamal				
19. Jamadar				
20. Coolie				The minimum rates of wages shall consist of an all inclusive rate allowing for the basis rate, the cost of living allowance and the cash value of the concession.
21. Mazdoor				
22. Gadi				
23. Chokra				The amount deductible as food allowance shall be uniformly Rs.420/-, Rs 392/- and Rs 364/- per month in Zone "A", Zone "B" and Zone "C", respectively.
24. Boy				
25. Pantewala Panikachem burwala				(1) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.
26. Paniwala				(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employee and includes unskilled supervisory work.
27. Cupwala				
28. Dishwala				(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institute and performance of which calls for initiative and judgement.
29. Boadiwala				
30. Horiwala				
31. Kholiwala (room boy not doing the work of waiter)				
32. Madaniwala (one who fills the dishes)				(2) The minimum rates of wages are applicable to employees employed by the principal employer, contractors or sub-contractors, etc.
33. Lassiwala				
34. Orderwala				(3) Both, men and women workers shall be paid the same rates of wages revised for the same category and for equal work.
35. Phatak wala				
36. Vadpi (Service)				(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.
37. Waterman				
38. Laundryman				(5) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which they belong by 26, the quotient stepped up to the nearest paise.
39. Chatniwala				
40. Lemonman				
41. Billard Boy				
42. Grain Cleaner (male or female)				
43. Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature).				
44. Vendor or Bharwala not working on commission basis and not entrusted with responsibly of accounts.				
45. Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.				

(6) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.

Notification

28/33/2006-LAB

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette. All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary, of the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT – NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, hereby revises the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", as shown in the Schedule below:

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
I	Unskilled	Rs. 93/- per day
II.	Semi Skilled	Rs. 99/- per day
III.	Skilled	Rs.105/- per day
IV.	Highly Skilled	Rs. 115/- per day
V.	Clerical	Rs. 104/- per day

Explanation:

- (a) Unskilled work: Unskilled work is one which involves simple operation requiring no skill and includes labourers, helpers, sweepers, hamals/coolies, etc.
- (b) Skilled: Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.
- (c) (1) Where in any area, wages revised under this Notification are lower than the wages prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefits of such higher wages.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.
- (3) Both men and women workers have to be paid the same rate of wages as revised for the particular category and for equal work.
- (4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rates revised under this Notification.
- (5) The minimum rates of wages as revised consists of all inclusive rates including wages payable for weekly day of rest.
- (6) The child worker shall be paid at the rate as revised for an adult worker.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 25th September, 2006.